

FIC ORGANIZATIONAL MEETING
* MAY 28- 31, 2003 *
THE FARM
SUMMERTOWN, TN

Opening: How has community touched us, how has or does it inspire us?

Housekeeping: (Heather)

Agenda: (Tree) Accepted as a working agenda.

Nominating Cmtee: (Harvey)

Spring is time for selection of new board members. NomCom will be active in this pursuit this week. Committee is open to suggestions, questions, etc.

New Board: (Harvey)

Tony Sirna, Harvey Baker, Peggy Loftfield, and Marty Klaif are continuing as board members. New board member proposals are Miaya Sustaita, Jenny Upton, Fred Lanphear, Lotus Allen.

In the interest of staggering the terms and in response to Miaya request, she will be serving a 1 year term.

Fred is a founding member of Songaia Cohousing and a driving force behind NICA. He also has background in Institute for International Affairs.

Consensus is reached on the new board members.

Personnel: (Jenny)

Openings in following cmtees: Agenda committee, On-site Coordinator, Site Committee, Inreach Committee. Folks interested can talk to Tree about Agenda and Heather about onsite job. Job descriptions are available for these positions.

Proposal: Guidelines for Committee Convener Job

Unless some other structure is explicitly adopted, committees operate as a group of peers, making decisions by consensus. Normally committees choose their own conveners.

Committee conveners are expected to do the following, unless they delegate one or more of these responsibilities to another committee member:

1. Understand the committee's purpose and job description, and seek clarity from the board or others as needed.
2. If there is no job description, facilitate the task of creating one for your committee. If your committee serves the board, submit the job description to Personnel Committee to take to the board for approval.

3. Serve a coordinating and enabling function. Identify what work needs doing, who is going to do it, time frames, and checking in with committee members to see whether work is proceeding on schedule.
4. Send reminders of upcoming deadlines.
5. Work with the committee members to determine the best way to apply each of their skills, interests, and availability toward fulfilling the committee's purpose.
6. Coordinate work as necessary with other committees.
7. Facilitate communication to Personnel or to the Board for resources that committee members need.
8. Convene conference calls, and start or participate in email discussions as needed, tracking the threads and pulling out any conclusions or actions that are decided.
9. Develop a first-draft agenda for committee meetings, subject to committee change and approval.
10. Be open and accepting of others' suggestions of what they think needs to be done.
11. Help team building by offering rallying support and communication outside the committee meetings or organizational meetings.
12. Write the committee report for each organizational meeting, ideally with an approval process through your committee before submitting to the board.

Document well thought out but might be overwhelming to some folks who might feel it was too much to expect. No one felt any one person should have to go by the document as the gospel but that it could be a place to start from and it did bring clarity to the question that has been raised in the last six months about the responsibilities of a committee convener. The title of the document came into question.

AGREED: Job description accepted

*Personnel announcements: Ma'ikwe is our new on-site coordinator.
Vince is communities dialog coordinator.*

Cameroon folk's ongoing interest in attending FIC Org Mtg: (Jenny)

We've been getting inquiries from a group from Cameroon for the past 3 meetings.

For this meeting we got 4 phone calls from Africa indicating that they are serious about coming to our meetings. They don't identify an org they are connected to or identify a reason why they are interested in coming.

Someone needs to be their contact person, arranging their arrival, etc.

We believe they have a beneficiary funding them.

Jenny does not feel like she can be the person to be responsible for them.

If no one steps up she needs guidance.

There is an impression that they wanted to set up cultural camps and exchanges to help people understand their culture and they thought this might be a foot in the door for them.

We're not sure we're the right group for them to have for entrée.

We think they might think we have facilities they can utilize.

The language barrier could present problems.

It might be reasonable to get them to come to Twin Oaks and Yellow Springs. On the other hand it might be overload for them.

We don't know why they would be interested in our board meetings. It seems like it could be more of a stretch and a drain than it would be worth.

Twin Oaks might be a better place of entrée for them as a cultural bridge.

While we want more diversity, this does not necessarily fill that need.

Heather is willing to explore with them and get more clarity and try and determine if FIC or Twin

Oaks would be more appropriate for them.

Jenny is going to contact Valerie at TO to see if she wants to follow up on this. Otherwise there is a feeling that we should tell them we couldn't accommodate them and think it's not a good fit.

Cluster Diagram (Ma'ikwe)

Revision is to make the cluster chart clear and easier for potential funders, and new volunteers to absorb.

Changes:

- The liaisons are removed except for Editorial Review Board and Events Liaison Cmtee.
- Faint grapes have been removed.
- Education cluster has been removed
- Things outside any cluster have been removed
- Exec and Oversight were moved to the Board circle.

Items can be added back in as they become active and appropriate.

Liaisons that are active should be at receiving end of arrow where the arrows go into the circle.

There is not an active networking committee.

Ma'ikwe and Geoph will continue to refine.

Database Privacy Policy (Laird)

We share our database with some other like-minded groups. We do not share the name of anyone who has asked not to have his or her name shared. People who have asked to have their name restricted from use do get mail from the FIC about FIC matters. A question has come up about contacting folks via the Internet. A variety of different flags are in place such as no phoning, etc. What is the best way to contact these folks without violating any agreements we have with them? Is it OK to even do the first email request to see if it's OK to make contact via email? If there are any limitations at all designated by a person about phoning and mailing then email should be seen in the same manner.

Decision: We approve an expansion of the existing Privacy Policy to explicitly allow FIC to 1) contact individuals as well as cmties in our databases, and 2) by email as well as by postal mail. Oversight is directed to work with Admin staff on creating the best wording for this change.

Individuals who have ideas about the best way to effect this change while respecting the privacy and wishes of entities in our database are directed to speak directly with Admin staff (adminstaff@ic.org).

Agreed: If folks are OK with the FIC contacting them via postal mail, we include email as a way to contact them.

Farm Conference Debriefing (Harvey)

ENA (Albert Bates)

How can we continue to work together as a group?

Things are changing. Don't know how that will shake out. Received grant to create networks.

Advanced the movement. Grant was extended to two more years. Mid 2002 the money began to run out. No new sources were found. Began to pare down. Each region is now running on their own. GEN continues to look for funding internationally. EU is funding the transfer of files that were sent to Italy years back when they were initially sent from Germany. Now they are being returned to ZEGG in Germany and Findhorn in Scotland.

CO and TN office are not doing well. Must find other income sources. Scaling back. Growing interest from the governmental sector around Eco Villages. Hopefully grants will be created to continue this work. Moving to a more regional oriented network.

Enjoying the relationship with CMag. Gives the ENA visibility. No events planned in the near future. No longer soliciting community memberships.

Movement has been very robust. Ecovillage must be more than just housing. There must be businesses and schools, etc.

New Office Proposal: (Ma'ikwe)

Written proposal submitted. Initially wanted a resource center at another community. Some folks suggested she do it through the FIC. FIC needs a new office space and if the resource center happens that's a bonus but not hinging on this proposal. M will volunteer her time for grant writing while at Dancing Rabbit.

Questions that have already come up of which M is aware are as follows:

Where will the office be located? Should the FIC go forward at all? What would the building be made of? Can the office be part of the new building that is being built at DR?

Clarifying questions? Where does all the money from the grant go? Part to M and the rest to the building of the office space? Labor and supplies?

Have there been conversations with other communities?

Not formally. There are certain risks that the FIC might have, but M is willing to go back to the grant-writing table to make more requests before FIC ever comes close to danger of having to make up the difference. M does have grant writing background and making these contacts can benefit the org by opening the door to these Foundations.

How did M come up with \$150,000?

Based on \$45/sq.ft. It has not been defined in any great detail. She is not attached to the number of \$150,000.

Will it be off the grid? If built at DR it would have to be. It could be done off the grid no matter where it was located depending upon the money available.

Would the community be compensated for the land that the office would take up? How much thought was given to the size? The office could be up to 2200 sq. ft. The land cost/lease has not been discussed. Each community would need to talk about the value of having the office in their community. Building would be seasonal with the construction starting in the spring after the funding comes in.

Cooler: What is the design process - how and who will make the decision?

Concerns? Why straw bale? If it's in Rutledge that seems to be the alternative building product. It seems to work well in the Rutledge area. Important that the contractor has experience in the materials being chosen. The contractor doing the DR common house does not have straw bale background. Work party and/or working with contractor? M feels very comfortable with the work party aspect; working with the contractor will be new for her. Keeping the money within the communities would be better than going through an outside contractor.

Other concerns are financing, environmental, long-term impact on FIC, location, building something new vs. donation of existing building.

What are the actual needs a new building provides that the current building does not?
The design must be relevant to what the FIC needs in office space.

Org resources:

There will be a need for FIC resources. What are they?

A committee could create a list of Org needs to help determine the best design of the office space. Practical designs are important.

Needs from the group:

Accounting, office staff, folks with practical design experience, financial, human slush time, support and enthusiasm by the group over time.

What is the minimum resource needed to get the project to the next step? Getting the rest of FIC to buy into the project is not as important as the buy-in of the community and office staff at the chosen site.

Tri-fold stakeholders: FIC Org, host community, Ma'ikwe/staff?

Assign minimum FIC team (committee) to help M. Look at supplemental funding also.

Will the Board say yes to this plan so that the project can move to the next step?

Sandhill and Dancing Rabbit feel it's a positive thing to do. Sue is willing to help flesh out the proposal as a staff person of the office at Sandhill.

What is our commitment to Bookshelf project? If the FIC eventually chose to move elsewhere what kind of agreements can we have with the host Community about the use of the empty office space?

The project will be calling on Harvey, Tony and Laird, and there's a concern about their over filled FIC plates. Will Sue's time on the project be compensated by FIC?

If the general contractor job could be done by the Sky House folks this would be great. M would like to invite this option into the project.

First six to eight months would have a greater pull on the FIC resources than in the later part of the project.

Get clear on Bd. level decisions and create committee.
Location (Dancing Rabbit or Sandhill)

Compensation
Org resources
Long term org impact
Alternatives to building the office
Environmental
Financing

AGREED: There is a need for a new office.

Committee will meet. Laird, Harvey, Ma'ikwe. Return with more clarity later in the week.

New Office Part 2 (Ma'ikwe)

Ma'ikwe is looking for acceptance of the AdHoc committee and general support in order to proceed Does the org support this idea?

Seems to be agreement that something must be done about the office situation.

Are we limiting our ability to get staff by building it in Rutledge? Another location might have more onsite traffic for the office/resource center. Hard to assess the cost of moving the office system to another area. What would be the cost of not having Laird near the office? Might not be wise to lock us into such a rural location. If the office went to DR it's potential for being sold is better if the FIC chose down the road to move the office.

AGREED: The office will be in the Rutledge, MO area.

Do we want to build an office?

How much is FIC inventory at risk? There are no leaks as of yet. There has been some mice damage, and the books then get discounted, but no major loss. Does this project fulfill our mission statement? There could be other uses of \$100,000 that could better serve the org. Paying off the debt could be a better use of any money received by the org. Foundations tend to give money towards brick and mortar more so then for operational costs.

Morale at the office is low and at risk. What scale are we looking at for this building project? It is not clear that we need a 2500 sq ft building. M not attached to the size of the office but we do need to prioritize the needs of the office. Efficiency of the staff must be taken into account. It may be difficult to get a grant while the debt load of the org is so high. Morale is low but it may not be just the office situation.

The return for our investment could be seen in less office turnover and more efficiency, but is it really the best use of dollars especially in regard to our mission statement?

This proposal is not in competition with other money. This is new money that can be seen as forward moving for the FIC. It could be a very positive thing to do for the whole Org. If Ma'ikwe weren't working on this project, she wouldn't be drawn to fund raising as a big piece of her time with the FIC.

AGREED: Board okay with Ma'ikwe moving forward with trying to get the grant to build the new office.

New office Adhoc Committee:

Tasked to develop design criteria of the building and prioritize, identify roles, clarify Ma'ikwe's, research labor costs, come up with budget and with a list of other FIC resources needed for BD /OS to approve. Specify recommendations regarding location in collaboration with SH and DR and review grant proposal for submission.

Committee composition: rep from Oversight Cmtee, MO office rep, at least 1 person with design & construction experience & Ma'ikwe.

Everyone on the Cmtee lives in MO. M is not a contractor so that piece will have to be worked out.

Budget will be tentative because of the design. Design, budget or timeline? Team must decide where to start.

At this time Ma'ikwe, Vince and Laird are on the team and Harvey as a consultant. Sue will probably also get involved.

AGREED: New Office Committee is adhoc with Ma'ikwe as convener.

Often grant writers take a cut upfront.

How to do compensation?

Suggestions:

1. \$24/hr.-- average 55 hrs a month for 18 mo. is \$23,760 (this is as currently proposed)
2. Take \$5,000 up front after grant is received. Then a salary of \$1,000 /mo for active months or \$18.00/hr for active hours.

Would Ma'ikwe's salary reduce the building money to \$125,000? If no grant, Ma'ikwe will write off her time as a volunteer. Usually Personnel Cmtee takes care of compensation and even this is a different way of funding a project. Personnel should also be involved somehow.

Any one of these scenarios will work for Ma'ikwe. 5% of grant for salary is a way of shifting the money around so that it works within the FIC community.

Suggested that M take more up front and less hourly. Could also put in a travel subsidy

AGREED: Send this presented range of pay to Personnel for consultation with the New Office Cmtee.

Cmag Focus Group

1. Cover
2. Logotype
3. Name
4. Back Cover

5. Articles
6. Themes
7. Columns
8. Ads
9. Graphics
10. Layout
11. Departments

Laird would like this to be free flowing, chance for newer people to make comments on any aspect of the magazine. Good info for the production staff, from newer eyes.

1. Cover

- I like the differences among cover pictures, the content will appeal to different people. I like the large picture use.
- My two favorite covers of the two that are here are 115 and Creating Magic Culture, which has no people at all - interesting, lots to look at, focus is on a feel. I'm very feeling oriented; action draws me in, rather than people. I'm not sure I like the washed out look of the duotone, would almost prefer the black and white.
- Current issue is too washed out
- The higher contrast the better
- I like the different colors
- Idea of having the same color for the same quarter every year
- If the color were the same every time would we get more brand recognition? But some people might like the color change
- Some duotones work better than others - seems to come down to contrast, the more the better.
- I like the yellow/gold tones, not the orange, blue. Blue isn't so good.
- Earth tones seem to work well with the magazine. But the color might depend on the photo subject.
- People prefer pictures in focus and higher contrast
- Sometimes the list of articles or the theme is harder to read. It is much easier to read the theme in 113 than 108. 107 is very easy to read.
- In general the cover layout is good, they make an effort to not block out the important stuff in the photos, trying to work with the space given the pictures they've got.
- I don't read the words above the logotype. You read down first and then might look back up.
- General sense is that they like having the article titles on the front, in general.
- Occasionally the theme title gets almost too cute and I don't get it - creating magic culture, 111 - too self-referential (most of the time they're not like that though.)
- Sometimes the title and the picture don't have enough connection - the current issue, to me the photo did not convey ecovillage. When I first looked I thought she was at the beach. 117.

2. Logotype

The way the name is displayed. We've used the same logotype for 11 years.

- I don't like it - it looks techno-ey to me, and the two dotted little eyes looks cutesy. Doesn't feel like connected, human - feels almost robotic.
- To me its neither fish nor fowl - not techno but doesn't really work - how about a script? Something that feels more like it connects people.
- I scroll thru type and pick one that hits me.

- We have recognition in this font now - been the logotype for probably 20 years.
- Box behind the title - can it go off the edge too since the picture does? It feels very boxed in, looks just like a box.

3. Name

Communities: Journal of Cooperative Living

- Changing it now is problematic because of the history
- Building communities, living communities - have an action word
- I like it
- Its not just a journal, seems more than that
- We refer to it as Cmag, the magazine
- Journal says dry, technical, academic
- To me journal means homey and about the real stuff
- The term journal, I talk about what I thought, what I did, in my journal, almost more like a record, a history book
- Exploring cooperative living?

4. Back Cover

- Connect the front and back cover bars - take the box that contains the logotype and bleed it across the spine. Putting a changeable word on the back cover as a possible way to indicate theme.
- A majority of magazines have a purpose for the back, often put advertising - do we have a purpose?
 - I like having a photo on the back that relates to the theme.
 - These photos on the back seem to fit more that I was talking about - even though there's people there's also action, less focus just on people and more of the context. I like the color switch from front to back
 - Too many quotes from too few people - lots of Farm folks quoting.
 - If you're not going to do advertising on the back you should put theme stuff on the back. Half the time magazines will end up with the back up. I love the photos on the back better than the ones on the front. Easier to encompass with your eye. I like the photo not bleeding.
 - Twice we've done ads on the back - any comments? Any feel? Picture format with the quotes feels more generous, more abundant somehow - more inviting, we've not desperate, don't have to advertise ourselves.
 - When I look at a magazine on the newsstand, I might flip it over, I might not, but I doubt that whether or not there's an ad back there will change my decision about whether to buy it.
 - I like the non-ad aesthetically.
 - Quotes are generally right on. Quote selection seems good.
 - But how about quotes on the front?
 - If you went away from full bleed on the front, and used the back page format - you could put the quotes on the front and the article list and everything - can see everything in one shot.
 - Concern that that will feel boxy, old fashioned
 - I like having that text on the back, a nice sweet ending to turn it over
 - I think they're appropriate right now, what's on the front and the back

5. Articles

- I like the articles, they're topical, relevant, good mix of past and present, long enough to hold your interest
- I think the mix of article content is good, I like that there are some articles that are longer. Half the content is articles and a majority of that is on a theme. The most creative stuff happens in the articles, layout people have a lot of flexibility there. Any comments? Mix of graphics, boxes,

etc.

- I think the layout is great. I like the stuff like in issue 111, Ecovillage 2015, mixing the shapes is interesting.
- Seems fine
- I like it
- I like the mix of pictures and the art, works well.

6. Themes

Are we making good selections on the themes?

- How about on bioenergy, biofuels? Have we focused on that?
- I like the themes
- We often talk about integrating and keeping the interest of young adults - young people, 17-25 kind of thing - how about an issue that is youth generated, every author under 25 kind of thing, can pitch things, talk about their perspectives. Youth issues. Dedicated to youth, not just about them but from them - for and about youth.
- How about a column? A different young author each time.
- Is any thought given to what time of year themes appear? Better season for a particular theme to appear? Students are not going to read the student coop issue doing finals
- The lessons learned from community and how to apply them in the mainstream. Like the "eco to go" that Jacob does in the Dancing Rabbit newsletter. Take lessons you learn and how to apply them to urban living.
- But on a larger level. Like what's wrong with our monetary system - critique of the culture.
- Issue on the meta organizations - cooperative networks - nasco, fic, fec, tcn, ena, gen - an intro to the bigger networking scene. And also talking about outreach, bigger stuff, contact with the UN etc.
- How community provides solutions to over culture issues.
- Utopia novels and fiction that has inspired people, getting beyond just the Walden two - fiction and art that have inspired people to move toward community.
- Artist communities
- Overview of international communities
- Generally like the themes
- How about condominium associations - they're a form of cooperative living - many of them are not cohousing officially.
- How about the media? Right now there's a big thing going on about how one-sided the media is. Or the economy and how it will affect communities - national economics.

7. Columns

Do any stand out to you?

- Like community grapevine
- Geoph's are good
- I like Laird's piece
- I like the ENA thing because it often is the only place where you get the International feel.
- The economic climate and how it will impact communities

Do you read the columns? Which ones and why?

- I know I read them sometimes, but don't remember if any particular ones stood out for me.
- Geoph's is always there on the last page; I like that that it's always there.
- I always read Geoph's, maybe it helps that it's always in the same place? At the back is easy to find. And I trust him, I feel he's grounded and talks about real stuff. And I always read Laird's, but I think that's just because I feel more in touch with FIC stuff. I like it better when you let it get personal.

8. Ads

Display ads and classified ads and reach ads.

- How about mentioning in our editorial content that we have good advertisers and we want to support community businesses, buy from the network.
- I think the ads are good overall. I like both the ads and the classifieds. I always read the classifieds. It somehow gives me more of the nitty gritty about where communities are developing, I get more information from them.
- Regarding article pages, this is a dual edged sword - this double page spread has no ads, and advertisers would probably prefer to be there. But I personally don't want ads, I'm fine with them being at the back! My promotion side says lets get more of the ads into the meat.
- The policy right now is not to put the ads in the theme section. Is it working?
- Works for me
- I think its fine.
- I'd like to see ads related to the articles, near the articles.
- If you have very relevant ads, you can even refer to them in the articles.
- I like that in natural home magazine there's a little directory in the back that lists where the ads are. Index to advertisers. On the index you can index the advertisers from the previous issues too.
- Or how about a buyer's guide. We've had all these people advertising, product review.
- Not offensive, not getting in the way.

9. Graphics - both photos and drawings

- I think the photos could be better. Focus, contrast. Cover of 111 is confusing - too muddy - have to stare at it to figure out what's going on.
- I like in the ecovillage issue 117 page 48, I like the interposing of pictures on top of each other. I like the new artist energy. Page 22-23 I like.
- I like the mix of photos and drawings.

10. Layout in general

- White space is good
- I like using larger type
- Issue 113 table of contents - lots of white space, maybe spread the type out more? Too many boldface words do not work, harder to read. Secondary type is a little small.
- Pictures in table of contents, not sure if they're relevant, but I like the idea of having graphics there though. Style is to get much more creative in the theme articles - is it working?
- I think it's fabulous.

11. Departments

- Reach - what does it mean? Can't tell what it's about. How about Community Connections? "Reach" is not clear.
- I think they're strong. Reviews are good. Grapevine is fun. Events are good, etc. I think that how Diana deals with letters is great. There are good choices for when to have the writer respond, the responses feel frank and not bullshit.
- What's new on the Web? That would help the youth appeal too. The web site. At the end of the articles, use URLs.

Anything else about the magazine?

How about health? We've done themes on health but not a department or column right now. That sounds interesting. Good sanitation.

In general the magazine plays an important role - there is no other magazine dedicated to

intentional community life. Very well handled that the articles deal with real issues, not just glossing over problems. Not very many magazines do that in whatever their arena is.

Finance: (Tony)

Intention: Year-end figures from 2002 to be approved and first third of this year. This session is to get the numbers out there, and do most Q&A and decisions at a later session.

Format is three columns for each year: 2002 budget, 2002 actual and % (if on target, would read 100% because it is for a full year); 2003 budget and actual and then % (if on target, would be 33% because it was a third of the year). Main body is profit and loss. With income, when we sell something, we count it when we sell it, not necessarily when we get paid. With loss, we "bill ourselves" on paper when things are sold. So that means it can be very different from cash flow.

Re: last year's actual figures

Bookshelf lost a small amount of money, but better than previous years. Loss from spending more \$ on management labor than had been budgeted. Sales were much better than budgeted. Management budget is going better this year. CMag lost \$ last year. The fluctuations are hard to explain. Expenses are normal but sales numbers lagged. Development did bring in a healthy profit. CDir sales were down from what we expected, but mostly down in wholesale. Retail did better. Membership was a little low. Significant increase in office labor. Some because Cecil left, and he was efficient and thoroughly trained. Training took more effort, and with job sharing among multiple people it just takes more time. Continued shift of things into the office staff jobs that were once done by volunteers.

Questions:

Other income/expenses is a catchall. Small items like t-shirts, auction, BD meeting, plus CMag business mgr. Miscellany and overall things like business management, so it can be big losses.

We invested 100K in Directories, listed as an asset in inventory and when they sell the inventory the assets go down. On liability side, we borrowed money to do that and we are still paying off the loan. (More on that later.)

CMag business manager is under misc. because we weren't sure what exactly that role would be (general marketing manager).

AGREED: CMag manager will be moved from CMag budget for 2003.

Currently we are not paying anything on the PEACH loan. It is compounding, and the balance is about \$36,000.00 at 8%.

No discussion on 2002 profit and loss figures.

2002 Budget numbers Approved.

First third of 2003. So far things look good, better than usual. Showing a profit so far. A lot of oddities can happen; seasonal shifts, etc. so can't just multiply by 3.

No loan fund interest showing here either, perhaps \$500 missing.

Bookshelf income shows \$4,000; \$3,200 is mail order and \$800 events. Mail order is 30% of budget, events are low, but many of our events are during the summer. Most expenses are on budget and management labor also looks good. Trying to keep inventory up to date. For the most part, Bookshelf is doing well this year. Current inventory value is \$12,000-which is higher than average, but part of that is in prep for the summer season. Consensus books are separate because we actually print them ourselves while Bookshelf is supplied by books we buy from other distributors.

CMag. Decrease in sales from last year. This year it seems to be going pretty well. Significant increase with Barnes and Noble account and the Canadian account. With wholesale, we send a bunch and charge them, then get charged back for whatever doesn't sell. (This is called "sell through".) This can skew our numbers. The return affidavit lags behind by 1-2 issues ago, but our sales for the current magazine looks a lot higher. We aren't sure if these numbers are really good, could be "funny money" or real money. Numbers might be a little inflated, but Tony thinks it is probably better than expected once it all shakes out. David (CMag Bus. Mgr.) has only invoiced us for \$200; the sense is that he's not working as many hours as planned. Back issue and subscription sales are doing great right now. We keep trying to discern patterns. We haven't had much luck. Diana C seems to be paying for more graphics. Will talk to her about it. The other shift is that we were doing wholesale and retail from office, now doing it directly from the printer. Haven't seen savings yet, but it certainly isn't going to cost more. Question raised regarding losing money possibly on photocopying back issues: are we losing money? Talking to Sue regarding this.

Consensus books. Sales are a little slow. Alpha Farm not ordering as much. We will be reprinting this year.

Development. Income is lower than would have hoped on strict percentage basis, and expenses look high. However, costs are fixed and we are combining Development and Membership, so some of that income is credited to Membership. Development report will come later. Raising flag for the team. Development report in the works.

Sounds like interest in a combined marketing, development, and membership possible plenary slot.

Dir 3. Sales a little slow but close to 33%. Annual updates were really expensive to print.

Membership is on target.

Office budget. Labor a little high. Office and inventory insured. Contract labor "other" is compensation for Velma, primarily for database development, but OS worked with her to pay her \$5,000 the first half of this year. \$2,500 paid out in first quarter.

Video. Sales are OK, but not as strong as hoped. Summer events will sell more. We make some \$ on it, but majority passes through to other entities. Still having trouble with the accounting, admin costs are relatively high. On-line store is increasing sales, but also increasing the amount of 10% member discounts, so each different area sort of suffers a bit, though they'd have to be buying \$300 worth of stuff for us to lose money on a \$30 membership, so overall positive.

Web Weavers has money trickle in, spent a little for the first time ever.

Balance Sheet:

The negative balance shown in checking account isn't real. Staff doing a good job with accounts receivable. Inventory assets doing OK. Long-term liabilities. Loan still paying down from Dir 3, refinanced that loan. Some communication problems found. Loan was negotiated at 9% with a donation from the lender to make up the difference between 8 and 9%. Tony was accruing it at 8, not 9%; in addition, the interest rate went up for a little while at the end. Outstanding balance is \$3K higher than we thought. This shows up under prior year adjustments. The current loan interest rate is 5%. Debt load overall is \$30,000 at 8% PEACH; \$12,000 loan at 4.25% with Evan (cash flow); loan from Geoph not performing on it or accruing any interest. It is being repaid generally in inventory. To reprint consensus books, we'll be taking out another loan, for about \$5,000 for 4+ years. The bad news is that the bottom line equity is \$17,000. We have about \$5,000 in interest each year.

Last page is statement of cash flows. Currently working with Sue, having trouble keeping current with bills. Looking toward summer with more sales.

Suggestion to look into debt consolidation. Request for time to suggest budget changes. Tony will be glad to hear about suggested changes. Overall, there just isn't money available to increase the staff budget.

Loan fund currently has about \$38,000. We have a PEACH loan of about that amount. But we can't use that money because of our agreement with the donor who asked that it not be used for operating costs. But we might be able to utilize that money better.

Community Bookshelf (Marty)

Discussion of Bookshelf as it relates to FIC. We looked at the finances earlier. It takes quite a bit of energy to keep it going, and it has not been a profit maker for the org. What options are there if we want to continue it as a part of the org?

Last time we discussed this topic was in 2000. The program has been running for 3 full years. It lost \$4000 over the first two years and \$800 last year. The online store has improved sales. We do four to six events a year, which allows the books to be seen. Having the books at events creates good feelings and goodwill for those in attendance. We are becoming regulars at many events and there's a feeling that we will be successful in bringing in a profit with the Bookshelf sales.

Selling books from Bookshelf is best done by folks who are aware of how the accounting process works. Some see it as a service so it can lose money easily if not handled carefully. Is there any community or individual who would like to take on the Bookshelf as his or her own business? Can there be drop point for a collection of the books so that someone could pick them up and set them up at an event that Laird might not be able to attend. Trying to track the books and doing the accounting can take up so much of the profits that it becomes difficult to justify spreading them out. Might be good to reduce the titles and then it would be easier to spread them out geographically. Concerns about the drop off idea are taking in the reality that the books will be just sitting idle for most of the year.

Doing the resource center in the future could be a great outlet for the books.

Privatizing Bookshelf. There is a different energy when individuals are working for themselves rather than working for a "boss". FIC could divest from the energy it takes to run Bookshelf. Paring down the titles to few titles. (250 titles at this time - at least six of each of those titles has sold).

Alline is making it a more viable business and it is becoming stronger. FIC energy has been used to bring the labor costs down. There are costs involved via the org that are not accounted for such as the on-line-store and Velma's managing of that operation.

Bookshelf was once an FEC business and they let it go and asked the FIC if they wanted it.

If Bookshelf were breaking even, then there would be no need to have the Board discuss it. But Bookshelf has been losing money. And the org should cut it lose if it doesn't at least start breaking even. Alline should be able to run it as she wishes as long as the books make money. It is close this year to making money. The biggest seller has been the CDir and then a few titles that Alline chose have been big sellers. Alline has not yet taken on the whole Bookshelf responsibility. For her to be truly autonomous she needs to take on the whole business.

TASK: Need for a focused contingency plan for Bookshelf. Determine amount of loss or cut off date as to when it's time to make a final decision about whether or not to keep Bookshelf as a FIC product.

Well-defined expectations for the future.

It doesn't sound like the will of the group is to do anything at this time.

Walnut Street Coop Loan (Harvey)

The Loan Fund has a list of parameters under which it can make loans.

The Fund is asking for permission to make a 10k loan at 7% for 30-year amortization with a balloon payment after 10 years at which point it could be renegotiated.

It's larger than normal, longer than normal and not to a business.

Appraisal on the house is to be done soon and there is the impression that the house is selling for less than the expected appraisal.

Tree, Gra and possibly 2 other core people from the house would personally guarantee the loan.

This loan is just a piece of what is needed by Walnut Street Coop.

We could make the loan contingent on the appraisal and FIC comfort with the appraisal. FIC would want the appraisal to be significantly higher than the sale price - 10% to 20% higher.

The loan fund is 40k and has not been advertised. The intent is to fund community-based businesses and this would tie up 1/4 of the fund for 10 years and is an "inside job" which doesn't look good.

Shortening the length of the loan and working to advertise and utilize the rest of the loan fund would ameliorate the discomfort around this loan. Making the money available sooner for

recycling is essential to the loan fund.

The fund has been consistently underutilized.

We advertise lightly and get few inquiries, so it's not certain that more advertising would turn up more requests.

We need to get more return from our money, which is currently 1%.

It would be appropriate for Tree to step down from this decision.

There has been discussion of making the loan 5 years, which was acceptable to Walnut Street.

We could consider tying it to Tree's business to make it more consistent.

Walnut Street had a preference for 10 years.

PROPOSAL: Is FIC willing to approve a loan of up to 10k for up to 5 years to Walnut Street Coop?

AGREED: The FIC Loan Fund will lend up to \$10,000 for up to 5 years to Walnut Street Coop. Consensus is achieved with Tree standing aside.

TASK: The Loan committee (Harvey and Dan) will place ads in Cmag and on the web for the loan fund.

Travel Budget for Board Meetings

Should we bring the 3k budget down to 1k? This combines travel budget and room and board budget.

The availability of funds could be important to some people.

No one is planning on requesting reimbursement for this meeting except for Tony.

AGREED: Travel budget will be reduced to \$1,000.00.

Compensation (Laird)

Overview: Staff member reported this last winter that she could no longer provide services to the FIC at the \$2500/yr rate she has been receiving. She is asking for \$10,000 to continue her work for the Org for the next year. Oversight agreed to give her \$5,000 for the first half of this year. She is aware of the budget dilemmas and has made suggestions as to how to find the remaining dollars.

Can FIC find the remaining \$5,000 for the remainder of the year? Velma is ready to walk away from her Org responsibilities for her own financial welfare, but is aware that there would be a transition time for her to pull out and others to pick up the pieces. She estimates that she works twenty hours a week at Org biz. On some levels it is not completely clear of all that she does for the Org. She has written code for a database that is special to the Org. She has almost done this all on volunteer hours or very little pay. The database is not necessarily user friendly to the Org's other volunteers. Plays a stronger admin position lately with Sue and McCune.

Policy of the Org: values the spirit of volunteerism and relies on it to accomplish significant portions of the org work, recognize need for living wage and that different folks have different and diverse monetary needs, that we appreciate a diverse range of attitudes around money, and that we will keep the question of compensation in front of us, re-examining it periodically.

Reality is at this time: some will be paid more, therefore, not equal pay for equal work

Considerations to be taken into account when establishing a wage for individuals:

Individual skills/expertise

Individual situation, including cost of living, exceptional circumstances/needs

Performance

Time as a board member or imp

Be sensitive where folks are working closely.

Who's being compensated in the Org? There are 3 main ways FIC pays: salary, wage, commissions

Those on Salary: Laird - Executive Secretary, Development (\$800.00 a month - 6.00 an hour basically at hours put in), Diana- Cmag editor (\$1100.00 a mo. 13.00 an hour), Tristan - Cmag Layout (\$1500.00 an issue), Velma - Data base & IC store (\$5,000.00 half year - \$10.00 an hour).

Most folks being compensated at \$8.00-\$10.00 an hour.

Diana C and Patricia Greene get commissions for ads in Cmag.

Who amongst those being paid live in an income sharing community?

Tristan and Patricia do not live in a community.

Laird, Alyson, Tony, Cecil, McCune, Sue, and Kathe, our staff in MO & VA offices, live in income sharing communities.

Laird's findings he believes to be true:

We try to encourage volunteerism

Bd members get no pay, but some implementers do who may be Bd members

No one gets paid a lot regardless of their circumstances

There are a number of things that are crucial to the org that get no compensation

Often it comes down to what is crucial to the Org and what we can afford. It is often an organic process.

We have no money just lying around; it must come from some other area of the budget.

Other admin staff value and support Velma's work and support her request for more compensation.

We must think in terms of our budget. Look at the part that goes to wages. Are there shifts that need to be made keeping in mind our policy about compensation?

McCune's pay can be readjusted through TO. By asking that 4-5 hours a week be charged to the internal TO labor budget rather than the external dollar source such as FIC, then the org would retain up to \$1,000 in the FIC budget that could go towards Velma's compensation.

Task: Heather will have a discussion with McCune and TO about her above suggested idea.

Payouts to MO staff have not yet leveled out since Cecil left. It has been suggested to have Cecil do an office analysis to improve things as well as streamline the work. Cecil has not been willing to step up to this task even when money was allotted to cover his time. Better software that could save the office money down the road. Doubtful that MO staff will improve without some sort of change.

Can we put a limit on the hours requested of the office staff? Can things be prioritized? Can some of it be uncompensated work? Most of the office staff already does uncompensated work and it would probably not be a good idea to make this request. Are there job descriptions so that work can be prioritized? Job descriptions are written and they are already long. Things are not clear as to who does what. Jobs are not done with the consideration of how many hours are available to do it. Morale is already rather low at the MO office, so tweaking things probably wouldn't help build it back up.

Very clear job descriptions would be a good thing for the office staff. A description that allows certain jobs to be prioritized. This may be a task close to impossible to create and describe. The creation of the new proposed office might allow the streamlining of the office work.

Could Bookshelf be a salary position? Or perhaps a commissioned position?

Velma does product work; she has maintained the membership solicitations over the years with the help of others. It has grown over the years considerably. Has been consistent with the renewal letter and the creation of the database to create the system that sends out membership reminders consistently. It's a valuable piece of income production for the Org. We should look first at where our income is coming in and keep those streams alive by making sure those folks get paid for their energies. Some folks are doing only service and perhaps we should consider cutting back on these areas if we must make cuts. Folks doing tasks are not always clear as to whether they are doing just service or production where revenues come in. What should the Org not do? Difficult question to answer.

There are foundations/grants that would give money to do the service aspect/general operations of the org. It would be a long-term solution and will not help with this year's request.

Velma willing to do 12 hours a week so we might be able to find the \$3,000.00 for those hours and find a volunteer to pick up some of the other pieces.

Suggestion made to move travel reimbursement dollars of up to \$2,200.00 to Velma's pay request.

Laird is willing to take a pay cut to make up some of the needs being asked for. His living situation in an income sharing community allows him to do this without much hardship.

Must come back to plenary.

Suggestion made to draft a letter to Velma outlining to her how generous folks were in trying to find money to compensate her.

{}{{Compensation Pt 2 (Laird)}}} *Jenny suggests deleting all of part 2 from copy to the ALL list******

What is the continuing relationship with Velma and the Org?

Oversight and Velma have been having discussions over the last few months. V chooses not to come to Org meetings. She's a very private person so there's a fine line we must all walk as we figure out this complicated issue.

Velma has been in the org for nine years. Doing mostly volunteer work in those years. Up until this year was paid modest amount for her hours spent. Has had lots of latitude in her work. Built great systems that are now not very user friendly to others in the Org. Extreme loyalty to those she works with. She is an asset to the org within the admin staff who fully support her. She has some disdain in the way the group is operated. Would like to see more autonomy for different committees and staff areas. Can be pretty emotional at times and has been unavailable to follow up on these emotional outbursts so as to clear the air with everyone involved. She has her heart in the right place as far as the FIC larger vision and community in general. OS has struck a deal to find \$5,000. For Velma, but with the stipulation that she come and clear up conflicts with others in the org.

She's in an area of the org where having autonomy is difficult for the org to just hand over. Especially in the areas of finances. It is important to the org that areas of the org be able to be handed off to others and not caught in the hands of just one person.

She has made personal choices over the years that has led her into a state of financial hardship. We need to find a way to plug her into an area of the movement that brings her joy. She was part of restructuring and held that people should be autonomous and that the power of the org be distributed to the workers in the org. She continues to hold this piece and it has come up in conflict with the bd that oversees the whole org. Her contribution: keeps the data base and also she is very responsive and almost always right on when asked to proofread or make sure we're hitting the mark when it comes to the

small details. Her monitoring of the group to make sure we are staying on the straight and narrow of our overall vision is valuable.

Her mother is also a factor in this picture. It takes up a great deal of her time and energy. It might be very difficult for her to seek other work at this time.

There are folks in the org willing to be the buffer between Her and the others in the org who might have some difficulties with interpersonal dynamics with Velma. It would benefit the org as a whole to allow those who are willing to correspond and work with Velma to do so. No one on the Bd wishes to be in conflict with Velma. Her concern about the finances is valuable and should not be marginalized.

In the short term we need Velma's systems and in the larger picture we need to be conceptualizing other avenues to do this work so that just one person does not hold all of the pieces.

An employee must be able to take direction from the Bd or supervisor. A volunteer may have more latitude in there areas. It would be to everyone's benefit to pay Velma during the transition of the database to other hands.

Velma's loyalties are with McCune and with the online store. It is difficult to even guess how this will all fall out. Important to keep her with in the folds of the FIC.

What are we going to do? Find the money? Put her on at 10,000.00? Do a transition of the database and management of it?

Unresolved and sent to agenda committee to find another slot to conclude. A group will gather at Lunch to synthesis the options. } } } } }

Compensation Part 3 (Laird)

Committee returns: Brought 4 options to the table.

Discussion:

As staff, we consider Velma's paid work as ultimately subject to board direction. We do not mean that Velma must do whatever the board (or by extension Oversight) says. We expect staff to report to the board and respond to requests for info about what staff is doing. We also expect staff to work with the board to shape the Org's priorities for their work area and enter into good faith dialog to resolve differences on these issues. Ultimately, the board holds the final responsibility for the organization and therefore has final decision-making power on the board level organizational issues. **AGREED**

AGREED: We want to move out of FoxPro as our database software.

We would have 6 to 8 months to change the database that would be friendlier to other users of the software. Several folks have said it sounds like an interesting job to take on.

Would some of the strain be eased if Velma did less database work and more on-line-store work? At this time she has a great deal of autonomy in both areas.

She has a good and active work relationship with Sue and McCune and we would not want to lose that. The person stepping into the role of database operator might come up against some difficulties with the interpersonal dynamics as the change happens.

Reality is FIC does not have the funding base for many paid staff. We need to be using volunteers before paid staff when we have volunteers to do a job.

Funding the proposal:

McCune is OK with \$1,000.00 of his TO labor credit going to Velma

Laird offers \$1,400.00 from his salary

There's \$3,000.00 in travel subsidy

\$200.00 from org meeting invitation bulk mailing

Velma will reduce the amount of time she will be working on FIC projects to 12 hours a week.

\$ 500.00 from Cmag Business Manager budget. (Our present Cmag Business Manager is completely supportive).

Concern about the budget not breaking even.

Suggestion that the admin staff work on finding money for this proposal within their own yearly budget.

Tony Sirna runs some numbers and reports back to the meeting that MO office, at the same rate of salary billed in first quarter, the budget will be \$5,500.00 in the hole by the end of the year.

Money made from mailing labels could be bumped up.

SUGGESTED:

\$500.00 from Cmag biz manager

1K from Laird

1K from McCune

1K travel subsidy

We want Velma to know her work is valued by the FIC. Sending the package to the admin staff and asking them to work it out might miss the mark in sending the message to Velma that she is valued. If Velma wants to renegotiate the amounts we have found in our present budget, then she can have that conversation with the admin staff as a whole.

There's also \$2,000.00 in the Store budget that Velma can do whatever she wishes with.

Oversight Cmtee works with MO staff to find ways to bring their work into budget. Begin to talk about the change to admin taking on their own budget and being responsible for where the dollars

go. Let that be something implemented in the next years budget.

Offer \$3,500.00 to Velma requesting we start talking about changing our database program. We want to see her as ongoing staff but can't commit to the ongoing salary of \$6,000-\$10,000.00 range. One of the areas we hope to place into volunteer hands is the database manager.

Labors costs are unsustainable at this time. FIC might need to seriously look at shifting many paid staff positions to volunteer staff.

Compensation Part 4 (Laird)

Issue on deck is to come to some easier place with the MO office overage before committing funds to additional staff time. Can see a couple thousand to handle office over-run, but it doesn't feel very solid. Hard to commit to losing 5-6K more this year. We have to be ready and willing to make some cutbacks if we go ahead with this. Current budget doesn't even include 5th issue of Cmag. It's really tight. Need to be communicating all of this to Velma and be communicating with MO office staff. To come in on budget, they'd have to do in 3 hours what has been taking 5 hours. Doesn't seem possible. Could stop handling inquiries and just pass it on to the pool of correspondence folks. How much energy do Laird and Tony as Oversight Cmtee reps on site have to put into that? Tony: not a lot, and doesn't know the workings of the office very well. Laird: has energy for the attempt. Possible that Sue and Kathe might be able to donate some time.

First 4 months about \$1,800 over budget, so if we could hold that, that would be OK. Vince offering office time if he can make it work. He could also try to get some Bookshelf books in coop in St. Louis.

Closer accounting helps us track numbers. At some point, we might have to ask Oversight Cmtee to hold expenses; if the Board tells OS to notify Personnel Cmtee that there will be a cutoff at some point. We might not be ready now, but it seems like the ultimate conclusion is closer accounting. If we don't do that now, it will continue as it has been.

Being in debt and the possibility of going deeper in debt is step "0" in "recovery" process as an economic entity. We can't do that forever. We have a whole lot of steps in front of us.

Ma'ikwe offers to do correspondence work for the summer.

Suggestion to prioritize on income producing activities, rather than correspondence.

PROPOSAL: Board to empower Oversight Cmtee to say to the MO office staff to stay within budget for the remainder of the year. If savings are generated in other office areas (i.e. postage, etc.) it will be fine to apply that to the labor budget (first to address the \$1,800 already over, and only then for additional funding to staff time.) The implementation of this will mean that checks will not be cut once the money is gone. This concept should be applied more globally than just the MO office budget (i.e. staff doing wage labor in other areas.)

Approved above proposal as written; Oversight Cmtee can massage wording so long as intent remains.

Staff did not necessarily buy-in to the budget in the first place. It's challenging to engage in a dialogue or have a good feeling process without that original buy-in. There is concern about the viability of the organization long-term.

It was expressed that our org is not very good about drawing limits. In other paid areas, there is concern about the possibility of Bookshelf going over budget. Message to Bookshelf manager needs to be delivered gently and with the context explained. We don't expect any paid staff to volunteer energy, but some might. Oversight Cmtee's job is to work with staff to figure out what the priorities are. That said, think we should go ahead with proposal to hold overage to that current amount.

Back to the question of Velma's compensation: OS will communicate that this money is available to compensate Velma, but also keeping open some space in the dialogue for some of that money to be allocated to MO office instead. The total that has been found for Velma is somewhere between \$8,500 and \$10,000 (assuming all of the \$3,500 comes through) for the full year depending on if Velma decides to use some as out-of-pocket expense reimbursement or for wages. Encourage her to consider cutting her time from 20 hours to 12 hours. This is the same thing we are asking the MO office folks to do. Accurate information is important, and Oversight is being asked to clear up any misunderstandings

Mission (Aron)

Aron wants to be able to contribute as best he can and transmit his passion about growing the communities movement. Thinks that things have been lost in not addressing the most relevant issues. He wants to evoke passion and enthusiasm in the group.

For a go-round, the following question is posed:

"If all of us could get in a time machine, projecting 5 years forward, what would we want to see accomplished by the FIC in that time?"

Org financially solvent.

Doing many things worldwide to change the world.

A secure funding base of community contributions and grants.

Minimum wage is \$10

New office built

Resource center in place

Development of regional nodes to focus on particular issues

1-2 conferences a year aside from participating in other conferences

Providing services: larger loan fund, consultant team for new communities supported by grants and communities that have benefited, process support, web based archive of sample land trust bylaws etc, list-serves, legal information available to communities for their various issues.

7000 Cmag subscribers

New edition of directory on paper and on-line

Cmags in every bookstore

Inaugurating a president raised in community

\$5,000 operating endowment

Resource sharing database for barter and labor exchange

\$400,000 operating endowment

Communities that have drawn people from cities and prisons

Org with enough people and volunteer coordination so no one is overworked

Celebration of 800 people inspiring regional gathering

Multiple communities with facilities where people starting community can learn to relate to each other

Staffer who checks in with FIC people from various regions who can't make the national gatherings

City/country communities established

Speakers bureau - one speech per day

Local gov'ts paying consultants to help residents form more local community

Representative proportional involvement in FIC by ethnic populations

Major medical insurance available.

Homeowner's insurance, regular medical insurance.

Org that is service oriented with current community info and how they operate with feedback mechanisms and communities having the ability to update.

Syndicated TV series, one - bios, and a sit-com placed in IC.

Revitalized business development group.

PR and media group

Bumper stickers.

General culture based on love rather than fear.

New community forming every day.

Matchmaking between communities and seekers

Cmag issue on atheist communities.

Org meetings that are alive and vibrant and connecting.

Org meetings where everyone is comfortably transparent.

Laird on Oprah.

\$1 million donor.

Bill Moyer has show on IC's.

Active participation in FIC from Monasteries and other groups not currently involved.

Networking with mainstream structures.

More people interested on our Board than we can fit.

Espresso machine in office.

1,000-person membership base.

International gathering with 3k participants.

--Listing ideas ends here--

We need to go through a process to determine what we will accomplish and how we'll do it over the next years.

How can we extend this discussion to reach agreement on where our efforts should go?

What on this list will bring out the passion that will allow us to do things that will change the world?

Proposal for feedback:

Take 2 days out of the next org meeting to decide where the passion is and how we are going to deliver on the vision and mission statements.

By looking into the future and thinking backwards we can then decide how to prioritize our time currently.

We may want to bring in past members, people we would like to be members, and facilitators and focalizers to help with the effort.

Aron wants, with help, to put the effort together.

Seeing the mission and vision statements was good for folks.

The mission statement is not inspiring. Would like to see something shorter and more

inspiring.

Likes the idea of "controlled front" growing.

What kind of information business are we in? It's a good time to review what we are doing as the world has changed significantly in the past 5 years.

The statements in our Mission seem to be more objectives than mission.

Mission seems more like connecting communities.

Do we want to spend 2 days at the next meeting in strategic planning?

Would need to include discussion of real objectives.

There is general support with many unanswered questions concerning format and structure.

Define the objectives for a 1-2 day session.

Get people to prepare before the meeting by putting forethought into what they want to see happen.

Use a professional in strategic planning to help organize.

Examine mission vis-à-vis inward vs. outward focus.

Have prioritized set of goals with plan to reach each goal.

Draw more on non-rational process.

Feel more energized after 2 days. Not feeling energized will indicate we haven't finished.

Volunteers to help organize:

Ma'ikwa

Alyson

Jillian by consultation

Willow?

Evaluation:

Better to have event after meeting

Flip flop on finances

Sleeping arrangements too far from meeting room

No farm slide show

Balance of new member input may be too high

Long term board members leaving

Losing facilitators

Participation low from host community

Far from airport

Confusion around board meeting attendees combining fees with event fees.

Elph not here

No hot tub

Food costs high

Agenda unusually fluid

Lack of rituals

Air conditioning too cold

Bad office set-up

Some folks took too much time sharing Wednesday night
Computer and email availability not good
Uncomfortable sitting
Housing too spread out
No written contract between host cmty and FIC
Art night
People stayed for board meeting from event
Good input from new comers
Sports equipment available
Welcome environment for single moms
Newcomers felt welcomed
Good snacks
Heather
Good financial data from Tony and office staff
Weather
Dance
Focus on energetics of the group
Community event before hand
Interpersonal conflicts easily resolved
Starting times and staying on time was good.
No contract allowed flow and flexibility
Eleanor finding housing for folks